

VOW Act & VEI Frequently Asked Questions (FAQs)

1. What is the VOW Act?

The Veterans Opportunity to Work (VOW) Act, signed by President Obama as part of National Defense Authorization Act of 2011, includes the White House's Veterans Employment Initiative (VEI) to reduce veteran unemployment rates. The VOW Act mandates TAP participation for all separating personnel, including Reserve Component (RC) personnel who have served 180 days or more on Title 10 Active Duty (MOB, ADSW & ADT). For mobilized Reservists, mandatory TAP begins with the first class of redeployers arriving at Navy Mobilization and Processing Sites (NMPS) during the week of November 26, 2012. These Reservists are required to attend TAP class starting on 3 DEC 2012.

2. I've never had to go to TAP before. Why do I have to go now?

The 1991 National Defense Authorization Act established a Transition Assistance Program for personnel coming off Active Duty. Participation was voluntary. The VOW Act mandates TAP participation for all separating personnel, including Reserve Component (RC) personnel who have served 180 days or more on Title 10 Active Duty.

3. [How long is TAP?](#)

TAP is a five day course completed after a week of processing at NMPS.

TAP consists of three parts:

- 1) pre-separation counseling (1 day),
- 2) Veterans Affairs (VA) benefit briefings (1 day) and
- 3) Department of Labor (DOL) Employment Workshop (3 days)

4. When and where do I attend TAP?

TAP class is held after completing NMPS out-processing. It will be conducted near the NMPS facility.

5. When do I get an exemption (waiver) from TAP class?

All redeployers will conduct pre-separation counseling and attend a VA benefits briefing at NMPS.

Exempt (waived) redeployers from the DOL Employment Workshop part of TAP will be able to finish processing within the first week at NMPS and return to their NOSC immediately following.

Non-exempt (not waived) redeployers from the DOL Employment Workshop part of TAP will attend TAP class the week following the first week of out-processing at NMPS.

Those redeployers remain attached to the NMPS for two weeks for out-processing (first week) and TAP (second week).

6. Do I have to go to TAP if I already have a job, am a full-time student, or previously attended TAP?

Exemptions (waivers) for the DOL Employment Workshop part of TAP are granted for any of the following criteria:

- Confirmed employment
- Confirmed enrollment in an accredited technical training, undergraduate or graduate degree program OR

- Confirmed previously attended a TAP class

Redeployers complete an Individual Transition Plan (ITP) prior to arriving at NMPS.

Blocks 1-9 on the [ITP Checklist \(DD Form 2958\)](#), are filled out by the redeployer at NMPS indicating any exemption criteria.

7. Do I have to provide proof of employment/college enrollment/past TAP attendance in order to be exempt (waived)?

No, the member self-certifies on the ITP Checklist at NMPS.

8. Will orders be modified to capture the 5 extra days of TAP class?

Demobilization orders already have extra days built into the return process to accommodate shifts in mission requirements and/or transportation delays. If a Reservist needs additional time in order to complete TAP, an order modification will be generated by NMPS.

9. The last TAP class I attended many years ago had us wear civilian clothes. What is the dress policy for the new TAP class?

Uniform of the Day is required at this time.

10. If I am not contacted 90-days before our expected demobilization or our demobilization date changes, do I need to contact someone? Who?

Contact [USFF IA Support](mailto:usff.ia.fct@navy.mil) (usff.ia.fct@navy.mil)

11. Are people who are already retired from their civilian career required to attend?

DoD guidance does not list civilian retirement as an exemption/waiver option.

Updated 3 Dec 2012

Note: This FAQ List will be updated as required.